

Quest Global Statement on Modern Slavery

Last Updated: FY ending March 31, 2024

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Quest Global are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our business

Quest Global is in the business of engineering services. We believe engineering has the unique opportunity to solve the problems of today that stand in the way of tomorrow. For 25 years, we have strived to be the most trusted partner for the world's hardest engineering problems. As a global organization, we live and work in 17 countries, with 56 global delivery centers, driven by 13,000+ extraordinary employees.

Our business revolves around people. We do not manufacture products, nor do we directly procure raw material or components outside of what is required to operate our offices. The nature of our business is such that the risk of modern slavery in our supply chain is lower than in many other industries. However, we are not neglecting the risk and are taking actions to improve our diligence around detecting and preventing modern slavery.

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Quest Global Code of Conduct and our Anti-slavery Policy reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking


The Quest Global Code of Conduct highlights our commitment to the detection, reporting, and prevention of modern slavery. Training on this policy, and on the risk our business faces from modern slavery in its supply chain the Quest Global Code of Conduct, forms part of the induction process for all individuals who work for us.

We understand that our highest modern slavery risks are around the procurement function. While we do not procure raw materials or components for any products, we do purchase goods and services

necessary for employing thousands of engineers and operating our office spaces. Therefore, we are giving specialized training to the people in our workforce who are associated with the procurement function. We also are incorporating language into our contracts with suppliers that prohibits modern slavery and holds the suppliers accountable for appropriate diligence.

Further steps

Quest Global continuously monitors and evaluates our compliance program for effectiveness and best practices for detection and prevention of modern slavery. Some improvement opportunities that we are considering include enhanced training on for employees, awareness spot check surveys to evaluate the effectiveness of our trainings, and an assessment checklist for our suppliers to complete.

<p>This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Quest Global’s slavery and human trafficking statement for the financial year ending March 31, 2024. It was approved by the board on August 3, 2022.</p>
<p>Board Member Name: Ajit Prabhu</p>  <p>Signature:</p>
<p>Quest Global</p>
<p>Date: August 8, 2022</p>